



VMFA(AW)-224 Equal Opportunity and Sexual Harassment Policy

There shall be no different treatment based on age, color, gender, race, religion, or national origin. Included under equal opportunity is sexual harassment. No Bengal should be subjected to unwanted sexual advances or material. Bengal conduct and squadron workspaces shall remain professional. There will be no sexually suggestive language, innuendo, or media.

Be the most ready when the nation is least ready: Women's Airforce Service Pilots, The Tuskegee Airmen, and Navajo Code Talkers are just a few examples of how the diversity in American culture has proven to

be a decisive tactical advantage in combat. Diversity can only be an asset if it exists in an environment of mutual respect and trust.

Brilliance in the Basics: Treat others the way you wish to be treated. Don't judge a book by its cover. Try to see the world through the eyes of your neighbor. We've all been taught these things since we were old enough to talk. They still apply today.

Take care of each other: An environment of mutual respect and trust takes hard work to establish, and is very easy to destroy. Sometimes we say or do things that we think are funny, or innocent, but they are actually harmful, hurtful, or demeaning. Bengals of all ranks need to speak up when they witness this kind of behavior. We need to keep each other sharp. All Bengals also need to have the humility to see the world through the eyes of another. Just because something is not offensive to you, doesn't mean that it isn't offensive to someone else.

Keep our Honor Clean: We are all Marines, a title that is earned, never given. While there are many other aspects to our individual identities, this title binds us all together. Marines treat each other with individual respect and dignity, and expect the same from each other.

Reporting/Assistance: The chain of command, Request Mast, and the squadron equal opportunity representative are all here to help in cases of discrimination or harassment. No reprisal will occur for those who report discriminatory or harassing practices or acts.

Reference: MCO P5354.1D (Marine Corps Equal Opportunity Manual)

Semper Fidelis,

M. P. SHAND,

Commanding Officer, VMFA(AW)-224

30 October 2014